

Guidance

Information for schools and newly qualified teachers (NQTs) preparing for NQT induction from September 2020

Updated 25 September 2020

Support entitlements for NQTs

The [statutory guidance on NQT inductions](#) sets out the full details of what is expected of NQTs and schools for induction arrangements.

NQTs are entitled to:

- support and guidance from a designated induction tutor who has the time and experience to carry out the role effectively
- a reduced timetable to enable them to undertake activities in their induction programme
- observation of the NQT's teaching and follow-up discussion
- regular professional reviews of progress
- NQTs' observation of experienced teachers

NQTs work with their induction tutor or mentor to agree how best to use their reduced timetable. This could include using this time to:

- meet with their NQT mentor
- observe other teachers in a classroom setting
- take part in continuous professional development, including subject specific
- engage with parents and carers
- work with / observe more experienced teachers

Schools understand that initial teacher training was disrupted this year, and they will want to do what they can to help new teachers feel confident in the classroom.

Mentoring is even more important for the development of this cohort of NQTs. Statutory induction guidance states that the induction tutor should provide, or coordinate, guidance and effective support including coaching and mentoring for the NQT's professional development.

Schools may be able to, depending on capacity, reduce NQT timetables:

Some schools may be able to reduce NQT timetables by more than 10%, to further support the transition from training to NQT induction. This will depend on their capacity and

resources. It is for each school to ensure an appropriate and personalised induction programme is in place, with a timetable that meets NQTs' development needs.

Depending on the circumstances of each school, this could look like:

- spending time with their NQT mentor
- a day a week off-timetable
- up to 25% off-timetable
- an initial reduction, with a gradual increase in teaching hours
- team teaching with more experienced teachers

Schools must make sure they provide NQTs with the necessary employment tasks, experience, and support to enable them to demonstrate satisfactory performance against the relevant standards throughout and by the end of the induction period.

Statutory induction guidance states that a suitable induction post must not involve additional non-teaching responsibilities without the provision of appropriate preparation and support.

Some schools may be able to provide further flexibility around duties assigned to NQTs. This could include an initial reduction of NQT time spent with a form group, covering lessons for other teachers, running extra-curricular activities, or taking on break duties.

For more information

<https://www.gov.uk/government/publications/nqt-support-and-inductions-from-september-2020/information-for-schools-and-newly-qualified-teachers-nqts-preparing-for-nqt-induction-from-september-2020>